



Agenda Item Number: 2006-1-8B

BERNALILLO COUNTY BOARD OF COUNTY COMMISSIONERS

Meeting Date: January 10, 2006

Department: Manager & Human Resources **Staff Contact:** Thaddeus Lucero, County Manager
John P Dantis, Deputy County Manager
Renetta Torres, Director, Human Resources

TITLE: Sidebar Agreement to the Collective Bargaining Agreement between the County and the International Association of Fire Fighters (IAFF) Local 244.

ACTION. Motion to approve a Sidebar Agreement with the International Association of Fire Fighters (IAFF) Local 244.

SUMMARY:

The Bernalillo County Fire & Rescue Department has been unable to fill Firefighter/Paramedic positions for over two years. Other agencies such as the Albuquerque Fire Department and Albuquerque Ambulance are also experiencing this problem. In an effort to strengthen the County's recruitment and retention position, it was necessary to address the issue of compensation for individuals holding and using a paramedic license.

On November 30, 2005, the County and IAFF negotiating teams reached a tentative agreement on a Sidebar Agreement. On December 10, 2005 the IAFF held a vote and ratified the Sidebar Agreement, which established a Specialty Pay for individuals holding and utilizing a paramedic license. Unlike the Sheriff's Department, which has seven (7) specialty pays within its Collective Bargaining Agreement, this would be the first such pay for the Fire Department. If the Board approves this Sidebar Agreement, it will be for the remainder of Fiscal Year 05/06 ending June 30, 2006 and to continue, must be included in next year's negotiations.

The cost for specialty pay is set at \$0.80 per hour worked. The cost, if approved, for the remainder of this fiscal year is \$64,040.00.

ATTACHMENT:

1. International Association of Fire Fighters (IAFF) Local 244 Sidebar Agreement

FISCAL IMPACT

The estimated maximum cost for the implementation of this agreement will be \$64,040.00 for the six months remaining in fiscal year 2006.

STAFF ANALYSIS SUMMARY

COUNTY MANAGER

See summary. I recommend Board approval. TL 1/5/06

DEPUTY COUNTY MANAGER FOR PUBLIC SAFETY

There is a serious statewide shortage of Paramedics. Government jurisdictions and private sector agencies, (e.g., Albuquerque Ambulance) are doing everything possible to recruit and retain Paramedics. Some jurisdictions are offering “signing bonuses” along with other incentives. Bernalillo County must remain competitive to not lose further ground. I recommend approval of this item. J Dantis 12/15/05

LEGAL

The Side Bar Agreement was negotiated in accordance with the requirements set forth in the Collective Bargaining Ordinance. JSL 12/30/05

FINANCE

Budget	If approved, 57 positions will be affected by this action. Funding for the remainder of FY2006 is \$64,040. Funding for FY2007 is estimated at \$130,000. Teresa Byrd, Budget Director 12/27/05
Contracts	A Contract Control Number (CCN) will be issued to the Agreement upon execution by all applicable parties. Lisa Sedillo-White, Purchasing Director 12/27/05
Purchasing	No comment is required. Lisa Sedillo-White, Purchasing Director 12/27/05
Risk Management	No comment required. David A. Baca, Risk Management. 12/21/05